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It is the firm belief of this Working Group that in order to induce employees of CIA to become a part of the Career Development Program and to submit to its disciplines, the Agency must provide specific and tangible benefits to the careerist. These tangible benefits will be earned by the employee when he qualifies for and enters the Career Development Program, and will be enjoyed by him as long as he is a participant in the program and submits to its disciplines. They should not be available to those employees who refuse or are unable to meet the program's standards. Thus it is hoped that, in time, the entire level of the Agency will be raised to approach these standards.

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